

**Ten Occupations Typically Requiring Short-Term On-The-Job Training⁽¹⁾,
Ranked by Projected Job Openings
Wisconsin Projections 2004-2014**

SOC Code	Occupational Title	Estimated Average Annual Openings ⁽²⁾	2005 Average Annual Salary ⁽³⁾	2005 Entry Level Hourly Wage ⁽⁴⁾	2005 Experienced Hourly Wage ⁽⁵⁾
41-2031	Retail Salespersons	4,090	\$23,330	\$7.00	\$13.32
41-2011	Cashiers	3,180	\$16,638	\$6.33	\$8.83
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	3,140	\$15,583	\$5.92	\$8.28
35-3031	Waiters and Waitresses	3,080	\$15,775	\$5.91	\$8.42
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,030	\$21,871	\$7.36	\$12.09
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,030	\$23,693	\$7.64	\$13.27
43-9061	Office Clerks, General	1,380	\$23,663	\$8.06	\$13.04
43-5081	Stock Clerks and Order Fillers	1,200	\$21,386	\$7.07	\$11.89
35-3011	Bartenders	1,180	\$17,552	\$6.42	\$9.45
39-9021	Personal and Home Care Aides	1,160	\$19,200	\$7.58	\$10.06

Notes:

- (1) Short-term on-the-job training is a general indication of the training typically needed to enter these occupations. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements. Short-term on-the-job training usually occurs at the workplace and lasts no more than one month.
- (2) Average Annual Openings includes both new jobs (growth) and openings due to people permanently leaving the occupation. Openings are rounded to the nearest ten.
- (3) Average Annual Salary: An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (4) Entry Level Hourly Wage: The average of the lower third of wages that are paid in a given occupation.
- (5) Experienced Hourly Wage: The average of the upper two-thirds of wages that are paid in a given occupation.

Projections information is derived using the November 2004 OES Survey, 2004 QCEW and 2004 CES (3/2005 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used. Wage information derived from the May 2005 OES Survey.

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2004 to 2014. It is important to note unanticipated events may affect the accuracy of these projections.

Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, July 2006

Contact: Karin Wells, Economist
(608) 264-7841
Karin.Wells@dwd.state.wi.us

**Ten Occupations Typically Requiring Moderate-Term On-The-Job Training⁽¹⁾,
Ranked by Projected Job Openings
Wisconsin Projections 2004-2014**

SOC Code	Occupational Title	Estimated Average Annual Openings⁽²⁾	2005 Average Annual Salary⁽³⁾	2005 Entry Level Hourly Wage⁽⁴⁾	2005 Experienced Hourly Wage⁽⁵⁾
51-2092	Team Assemblers	1,590	\$26,555	\$8.84	\$14.73
53-3032	Truck Drivers, Heavy and Tractor-Trailer	1,570	\$36,797	\$12.60	\$20.24
43-4051	Customer Service Representatives	1,560	\$30,262	\$10.03	\$16.81
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,320	\$57,978	\$15.20	\$34.21
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,100	\$29,174	\$9.88	\$16.10
43-6011	Executive Secretaries and Administrative Assistants	980	\$34,427	\$12.03	\$18.81
43-6014	Secretaries, Except Legal, Medical, and Executive	860	\$27,426	\$10.06	\$14.75
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	700	\$29,007	\$8.88	\$16.48
31-9092	Medical Assistants	390	\$27,441	\$10.98	\$14.30
21-1093	Social and Human Service Assistants	360	\$28,828	\$9.83	\$15.87

Notes:

- (1) Moderate-term on-the-job training is a general indication of the training typically needed to enter these occupations. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements. Moderate-term on-the-job training usually occurs at the workplace and lasts from one to twelve months.
- (2) Average Annual Openings includes both new jobs (growth) and openings due to people permanently leaving the occupation. Openings are rounded to the nearest ten.
- (3) Average Annual Salary: An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (4) Entry Level Hourly Wage: The average of the lower third of wages that are paid in a given occupation.
- (5) Experienced Hourly Wage: The average of the upper two-thirds of wages that are paid in a given occupation.

Projections information is derived using the November 2004 OES Survey, 2004 QCEW and 2004 CES (3/2005 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used. Wage information derived from the May 2005 OES Survey.

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2004 to 2014. It is important to note unanticipated events may affect the accuracy of these projections.

Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, July 2006

Contact: Karin Wells, Economist
(608) 264-7841
Karin.Wells@dwd.state.wi.us

**Ten Occupations Typically Requiring Long-Term On-The-Job Training⁽¹⁾,
Ranked by Projected Job Openings
Wisconsin Projections 2004-2014**

SOC Code	Occupational Title	Estimated Average Annual Openings⁽²⁾	2005 Average Annual Salary \$⁽³⁾	2005 Entry Level Hourly Wage⁽⁴⁾	2005 Experienced Hourly Wage⁽⁵⁾
47-2031	Carpenters	1,150	\$38,602	\$12.93	\$21.37
49-9042	Maintenance and Repair Workers, General	830	\$34,576	\$11.49	\$19.19
35-2014	Cooks, Restaurant	610	\$19,703	\$7.16	\$10.63
47-2111	Electricians	480	\$47,298	\$16.27	\$25.97
47-2152	Plumbers, Pipefitters, and Steamfitters	430	\$52,075	\$17.49	\$28.81
51-4041	Machinists	420	\$36,206	\$12.79	\$19.72
33-3051	Police and Sheriff's Patrol Officers	350	\$44,433	\$16.09	\$24.00
33-2011	Fire Fighters	330	\$30,551	\$7.53	\$18.27
35-2012	Cooks, Institution and Cafeteria	330	\$22,230	\$8.47	\$11.80
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	240	\$39,795	\$13.04	\$22.18

Notes:

- (1) Long-term on-the-job training is a general indication of the training typically needed to enter these occupations. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements. Long-term on-the-job training usually involves more than twelve months of on-the-job training or combined work experience and formal classroom instruction.
- (2) Average Annual Openings includes both new jobs (growth) and openings due to people permanently leaving the occupation. Openings are rounded to the nearest ten.
- (3) Average Annual Salary: An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (4) Entry Level Hourly Wage: The average of the lower third of wages that are paid in a given occupation.
- (5) Experienced Hourly Wage: The average of the upper two-thirds of wages that are paid in a given occupation.

Projections information is derived using the November 2004 OES Survey, 2004 QCEW and 2004 CES (3/2005 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used. Wage information derived from the May 2005 OES Survey.

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2004 to 2014. It is important to note unanticipated events may affect the accuracy of these projections.

Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, July 2006

Contact: Karin Wells, Economist
(608) 264-7841
Karin.Wells@dwd.state.wi.us

**Ten Occupations Typically Requiring Work Experience in a Related Occupation⁽¹⁾,
Ranked by Projected Job Openings
Wisconsin Projections 2004-2014**

SOC Code	Occupational Title	Estimated Average Annual Openings ⁽²⁾	2005 Average Annual Salary ⁽³⁾	2005 Entry Level Hourly Wage ⁽⁴⁾	2005 Experienced Hourly Wage ⁽⁵⁾
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	700	\$44,263	\$13.99	\$24.92
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	630	\$28,265	\$9.31	\$15.73
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	590	\$49,886	\$16.08	\$27.93
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	550	\$37,999	\$11.04	\$21.88
47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	370	\$60,702	\$19.48	\$34.03
49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	310	\$54,939	\$17.78	\$30.73
39-1021	First-Line Supervisors/Managers of Personal Service Workers	210	\$33,197	\$11.11	\$18.38
37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	190	\$33,959	\$10.94	\$19.02
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	190	\$52,468	\$15.20	\$30.24
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	180	\$74,395	\$19.84	\$43.73

Notes:

- (1) Work experience in a related occupation is a general indication of the training typically needed to enter these occupations. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements. Work experience in a related occupation means that skills and experience gained in another occupation are needed to enter the given occupation.
- (2) Average Annual Openings includes both new jobs (growth) and openings due to people permanently leaving the occupation. Openings are rounded to the nearest ten.
- (3) Average Annual Salary: An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (4) Entry Level Hourly Wage: The average of the lower third of wages that are paid in a given occupation.
- (5) Experienced Hourly Wage: The average of the upper two-thirds of wages that are paid in a given occupation.

Projections information is derived using the November 2004 OES Survey, 2004 QCEW and 2004 CES (3/2005 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used. Wage information derived from the May 2005 OES Survey.

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2004 to 2014. It is important to note unanticipated events may affect the accuracy of these projections.

Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, July 2006

Contact: Karin Wells, Economist
(608) 264-7841
Karin.Wells@dwd.state.wi.us

**Ten Occupations Typically Requiring Postsecondary Vocational Training⁽¹⁾,
Ranked by Projected Job Openings
Wisconsin Projections 2004-2014**

SOC Code	Occupational Title	Estimated Average Annual Openings⁽²⁾	Average Annual Salary \$⁽³⁾	2005 Entry Level Hourly Wage⁽⁴⁾	2005 Experienced Hourly Wage⁽⁵⁾
31-1012	Nursing Aides, Orderlies, and Attendants	1,180	\$23,624	\$9.37	\$12.35
49-3023	Automotive Service Technicians and Mechanics	630	\$33,749	\$10.35	\$19.16
39-5012	Hairdressers, Hairstylists, and Cosmetologists	560	\$22,874	\$6.93	\$13.03
29-2061	Licensed Practical and Licensed Vocational Nurses	400	\$36,842	\$14.81	\$19.16
51-4121	Welders, Cutters, Solderers, and Brazers	400	\$33,618	\$12.69	\$17.90
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	230	\$36,184	\$12.86	\$19.66
29-2041	Emergency Medical Technicians and Paramedics	220	\$24,375	\$7.05	\$14.05
31-9094	Medical Transcriptionists	210	\$29,857	\$11.83	\$15.62
39-9031	Fitness Trainers and Aerobics Instructors	180	\$21,772	\$7.10	\$12.15
43-6013	Medical Secretaries	180	\$28,471	\$10.89	\$15.09

Notes:

- (1) Postsecondary vocational training is a general indication of the education or training typically needed to enter these occupations. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements. Postsecondary vocational training is a formal training program and lasts from a few weeks to more than a year, and is offered at vocational or technical schools.
- (2) Average Annual Openings includes both new jobs (growth) and openings due to people permanently leaving the occupation. Openings are rounded to the nearest ten.
- (3) Average Annual Salary: An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (4) Entry Level Hourly Wage: The average of the lower third of wages that are paid in a given occupation.
- (5) Experienced Hourly Wage: The average of the upper two-thirds of wages that are paid in a given occupation.

Projections information is derived using the November 2004 OES Survey, 2004 QCEW and 2004 CES (3/2005 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used. Wage information derived from the May 2005 OES Survey.

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2004 to 2014. It is important to note unanticipated events may affect the accuracy of these projections.

Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, July 2006

Contact: Karin Wells, Economist
(608) 264-7841
Karin.Wells@dwd.state.wi.us

**Ten Occupations Typically Requiring an Associate Degree⁽¹⁾, Ranked by Projected Job Openings
Wisconsin Projections 2004-2014**

SOC Code	Occupational Title	Estimated Average Annual Openings⁽²⁾	2005 Average Annual Salary⁽³⁾	2005 Entry Level Hourly Wage⁽⁴⁾	2005 Experienced Hourly Wage⁽⁵⁾
25-9041	Teacher Assistants	940	\$23,638	NA	NA
15-1041	Computer Support Specialists	270	\$38,897	\$13.43	\$21.34
29-2021	Dental Hygienists	210	\$54,203	\$23.01	\$27.58
29-2034	Radiologic Technologists and Technicians	210	\$46,916	\$17.91	\$24.88
29-2071	Medical Records and Health Information Technicians	170	\$28,976	\$9.88	\$15.95
29-2012	Medical and Clinical Laboratory Technicians	110	\$34,900	\$13.37	\$18.48
29-1126	Respiratory Therapists	100	\$47,309	\$18.81	\$24.71
17-3023	Electrical and Electronic Engineering Technicians	80	\$45,020	\$16.10	\$24.41
23-2011	Paralegals and Legal Assistants	80	\$41,414	\$13.81	\$22.96
17-3026	Industrial Engineering Technicians	60	\$40,798	\$15.12	\$21.86

Notes:

- (1) An Associate Degree is a general indication of the education or training typically needed to enter these occupations. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements. An Associate Degree requires two years of full-time academic work beyond high-school.
- (2) Average Annual Openings includes both new jobs (growth) and openings due to people permanently leaving the occupation. Openings are rounded to the nearest ten.
- (3) Average Annual Salary: An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (4) Entry Level Hourly Wage: The average of the lower third of wages that are paid in a given occupation.
- (5) Experienced Hourly Wage: The average of the upper two-thirds of wages that are paid in a given occupation.

NA: Not Available

Projections information is derived using the November 2004 OES Survey, 2004 QCEW and 2004 CES (3/2005 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used. Wage information derived from the May 2005 OES Survey.

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2004 to 2014. It is important to note unanticipated events may affect the accuracy of these projections.

Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, July 2006

Contact: Karin Wells, Economist
(608) 264-7841
Karin.Wells@dwd.state.wi.us

**Ten Occupations Typically Requiring a Bachelor's Degree⁽¹⁾, Ranked by Projected Job Openings
Wisconsin Projections 2004-2014**

SOC Code	Occupational Title	Estimated Average Annual Openings⁽²⁾	2005 Average Annual Salary⁽³⁾	2005 Entry Level Hourly Wage⁽⁴⁾	2005 Experienced Hourly Wage⁽⁵⁾
29-1111	Registered Nurses ⁽⁶⁾	2,610	\$55,060	\$21.53	\$28.94
25-2021	Elementary School Teachers, Except Special Education	1,100	\$45,031	NA	NA
25-2031	Secondary School Teachers, Except Special and Vocational Education	1,020	\$45,459	NA	NA
13-2011	Accountants and Auditors	840	\$57,547	\$18.78	\$32.11
25-2022	Middle School Teachers, Except Special and Vocational Education	490	\$44,375	NA	NA
15-1031	Computer Software Engineers, Applications	450	\$70,386	\$23.44	\$39.04
15-1051	Computer Systems Analysts	410	\$62,910	\$21.93	\$34.40
25-2011	Preschool Teachers, Except Special Education	350	\$24,027	\$8.30	\$13.18
41-3021	Insurance Sales Agents	300	\$61,221	\$12.87	\$37.71
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	260	\$48,350	\$16.14	\$26.80

Notes:

- (1) A Bachelor's Degree is a general indication of the education or training typically needed to enter these occupations. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements. A Bachelor's Degree requires four or five years of full-time academic work at a college or university.
- (2) Average Annual Openings includes both new jobs (growth) and openings due to people permanently leaving the occupation. Openings are rounded to the nearest ten.
- (3) Average Annual Salary: An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (4) Entry Level Hourly Wage: The average of the lower third of wages that are paid in a given occupation.
- (5) Experienced Hourly Wage: The average of the upper two-thirds of wages that are paid in a given occupation.
- (6) Depending upon the specific position and employer either a bachelor's degree or an associate degree are most common.

NA: Not Available

Projections information is derived using the November 2004 OES Survey, 2004 QCEW and 2004 CES (3/2005 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used. Wage information derived from the May 2005 OES Survey.

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2004 to 2014. It is important to note unanticipated events may affect the accuracy of these projections.

Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, July 2006

Contact: Karin Wells, Economist
(608) 264-7841
Karin.Wells@dwd.state.wi.us

**Ten Occupations Typically Requiring More Than a Bachelor's Degree⁽¹⁾,
Ranked by Projected Job Openings
Wisconsin Projections 2004-2014**

SOC Code	Occupational Title	Estimated Average Annual Openings⁽²⁾	2005 Average Annual Salary⁽³⁾	2005 Entry Level Hourly Wage⁽⁴⁾	2005 Experienced Hourly Wage⁽⁵⁾
11-1021	General and Operations Managers	940	\$95,592	\$23.22	\$57.33
21-2011	Clergy	380	\$41,919	\$15.27	\$22.60
23-1011	Lawyers	250	\$96,042	\$25.64	\$56.44
21-1021	Child, Family, and School Social Workers	240	\$41,885	\$13.80	\$23.30
19-3021	Market Research Analysts	200	\$62,462	\$17.90	\$36.09
11-3021	Computer and Information Systems Managers	200	\$91,560	\$30.64	\$50.71
11-9111	Medical and Health Services Managers	200	\$78,368	\$24.86	\$44.08
29-1051	Pharmacists	190	\$91,417	\$33.23	\$49.31
21-1012	Educational, Vocational, and School Counselors	190	\$45,040	\$13.92	\$25.52
13-1111	Management Analysts	190	\$60,886	\$19.47	\$34.17

Notes:

- (1) More than a Bachelor's Degree includes jobs requiring a Professional, Doctoral, or Master's Degree; or a job requiring a Bachelor's or higher degree plus work experience in a related occupation. These degree and experience requirements are a general indication of the education or training typically needed in the occupation. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements.
- (2) Average Annual Openings includes both new jobs (growth) and openings due to people permanently leaving the occupation. Openings are rounded to the nearest ten.
- (3) Average Annual Salary: An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (4) Entry Level Hourly Wage: The average of the lower third of wages that are paid in a given occupation.
- (5) Experienced Hourly Wage: The average of the upper two-thirds of wages that are paid in a given occupation.

Projections information is derived using the November 2004 OES Survey, 2004 QCEW and 2004 CES (3/2005 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used. Wage information derived from the May 2005 OES Survey.

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2004 to 2014. It is important to note unanticipated events may affect the accuracy of these projections.

Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, July 2006

Contact: Karin Wells, Economist
(608) 264-7841
Karin.Wells@dwd.state.wi.us